

## National Compensation Association of State Governments (NCASG)

The Central States Compensation Association (CSCA) was established in 1984 for the purpose of improving the validity of job matches and accuracy of data in salary surveys among the states and reducing the number of individual surveys exchanged among the states on an annual basis. Eleven states collaborated and conducted the initial survey. Since that time 15 other states have joined in the survey process and CSCA's annual conference.

The Southeastern Salary Survey Conference (SSSC) was established in 1958 in order to conduct an annual salary survey and thus reduce the number of ad hoc surveys exchanged among southern states. Representatives from the central personnel agencies and highway personnel offices of eleven states initially met to discuss salary problems in the field of civil engineering. In 1962 representatives from these eleven states met again to discuss questions of a general nature in the field of classifications and pay, and with a discussion of ways and means for improving the utility of the conference. Fourteen states are now members with four also members of the Central States Compensation Association.

Approximately every three to five years a member state would host a joint conference of both organizations. This was especially beneficial to states that were members of both associations; however, through the years it became apparent that both associations had similar goals and similar methods of operation. Although there had been many informal discussions over the years regarding merging both organizations, it was not until 2010 that formal discussions commenced on merging both associations into a single national organization.

On September 28, 2011 the Central States Compensation Association and Southeastern Salary Survey Conference agreed to merge and form the National Compensation Association of State Governments.